MASTER INTERN TRAINING PLAN
391 Series

Telecommunications, Phase I
MAXIMUM HOURS IN Phase I = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
GENERAL ORIENTATION						
1. Employment orientation including Civil Service appointment status, employee benefits, security requirements, Army career programs.	Local	RR, D	2	NA	Variable	Appendix K
2. Organization and mission of DOD, DA, parent major command, and organization of assignment.	Supervisor	RR, D	2	NA	Variable	K1, K2, K3
BASIC SKILLS DEVELOPMENT						
1. Staff Organization and Operations (FM 101–5)	Supervisor/worksite	RR, OJT	2	NA	Variable	K1, K2, K3, K15
2. Safeguarding Defense Information (AR 380–5)	Supervisor/worksite	RR, OJT	2	NA	Variable	K33
3. Information Security	DOD Security Institute	FC	2	2 days	Variable	K33
4. Information Security Systems/C2 Protect	Supervisor/worksite	RR, OJT	2	NA	Variable	K33
•. Introduction to Computer Security	NSA/DISA	FC	3	1 week	Variable	K33
•.Computer Security for Managers	NSA	FC	3	8 hours	Variable	K33
•.Trusted Data Base Systems	NSA	FC	3	2 days	Variable	K33
•.Information Systems Security Manager/Officer (ISSM/ISSO)	DISA	FC	2	1 week	Variable	K33
•.Threat to Information Systems	NSA/DISA	FC	3	2 days	Variable	K33
•.Information System Security Program Manager (ISSPM)	Vendor	FC	2	1 week	Variable	K33
5. The Army Information Resources Management Program (AR 25–1)	Supervisor/worksite	RR, OJT	2	NA	Variable	K2 ,K13
IRM course	Vendor/NDU USDA	FC	2	5 days	Variable	K13

TYPE: **FC FORMAL CLASSROOM** **RR REQUIRED READING** **D DISCUSSION**
OJT ON-THE-JOB TRAINING **FC FORMAL CLASSROOM**

Telecommunications, Phase I (Continued)
MAXIMUM HOURS IN Phase I = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
FORMAL TRAINING						
Creative Problem Solving	OPM	FC	3	3 days	NA	Appendix K
Department of the Army Publications Management	Corres (AG–0021)	SS	3	5 hours	NA	Appendix K
Effective Briefing Techniques	OPM	FC	2	4 days	NA	Appendix K
Effective Writing	OPM	FC	2	2–5 days	NA	Appendix K
Information Management Core Training for Interns	TBD	FC	2	3 weeks	NA	IM Overview
Intern Leadership Development	CAL	FC	1	1 week	NA	K1, Appendix K
Introduction to Computing	LLC/Vendor	FC	2	3 weeks	NA	K6, K7, K33, K34
Introduction to Information Management/Information Systems Management	Community College, Local Learning Center	FC	2	One semester/5 days	NA	K6, K7, K34
Signal Officer Basic Course	SIGCEN	FC	2	19 weeks	NA	K1–K8; K13–K15; K20, K23, K25, K26, K31, K33, K38–K44
Technical Report Writing	OPM	FC	2	3 days	NA	Appendix K
Multi-media Information Management	Corres (SS 0104)	SS	3	7 days	NA	K13, K20, K21, K26, K31

TYPE: **FC FORMAL CLASSROOM**   **SS SELF STUDY**   **TBD TO BE DETERMINED**

MASTER INTERN TRAINING PLAN
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Telecommunications, Phase II
MAXIMUM HOURS IN Phase II = 2,040 Hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
ADVANCED SKILLS DEVELOPMENT						
1. Briefings by an element involved in provision of commercial services.	MACOM DCSIM or Local DOIM	SA	2	3 days	NA	K10–K12, K31, K40, K43
2. Rotational assignment in an element involved in facilities operation.	Local DOIM and other facilities	SA	2	3 weeks	NA	K6, K9, K12–K14, K16, K18, K20, K26, K28, K30, K31, K33
3. Rotational assignment in an element involved in planning, programming, budgeting for information systems.	HQ USASC or MACOM DCSIM or Local DOIM	SA	2	2 weeks	NA	K16, K17, K20, K26–K30
4. Briefings.	PEO SIS	D	2	1 week	NA	K13, K14
5. Action Officer Development Course	AIPD	SS	1	Variable	NA	K2
5. Combat Development Self-instructional.	SIGCEN	RR, OJT	2	Variable	NA	K25, K33, K34, K36
6. Rotational assignment in an element involved with engineering, installation, test and evaluation of information systems.	USAISEC or USAISEC–CONUS	SA	2	2–10 weeks	NA	K14, K20–K22, K31, K33, K39

TYPE:	SA	SUPERVISED ACTIVITY	RR	REQUIRED READING	OJT	ON THE JOB TRAINING
	D	DISCUSSION	SS	SELF-STUDY		

Telecommunications, Phase II (Continued)
MAXIMUM HOURS IN Phase II = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
FORMAL TRAINING						
Contracting Officer's Representative Course	ALMC	FC	2	2 weeks	NA	K16, K17
Contracting Officer's Technical Representative (COTR)	GS, USDA	FC	2	3 days	NA	K16, K17
Frequency Management Course	USA Signal Center	FC	2	4 weeks	NA	K23, K24
Revised Battlefield Electronic CEOI System (RBECS) Course	USA Signal Center	FC	2	2 weeks	NA	K23, K33
Information Systems Staff Officer Course	SIGCEN	FC	2	17 weeks	NA	K4, K6, K13, K16, K18–K21, K23, K25, K26, K31, K33, K38–K44
Army Key Management System (AKMS) Course	USA Signal Center	FC	2	3 weeks	NA	K23
Planning, Programming, Budgeting, and Execution System	Corres (FI 2028) DA PAM 351–20	SS	2	8 hours	NA	K13–K17, K20, K27–K29
Research and Development Orientation Course	ALMC	SS	2	50 hours	NA	K26, K30

TYPE: FC   FORMAL CLASSROOM   SS   SELF STUDY

Telecommunications, Combat Development, Phase III
MAXIMUM HOURS IN Phase III = 2,040 Hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
SPECIALIZED SKILLS DEVELOPMENT						
Rotational assignment within the Directorate of Combat Developments:	Directorate for Combat, Fort Gordon, GA	SA	2	Variable	NA	K14, K25, K26, K31, K33, K36
a. Materiel Systems Division						
b. Concepts and Studies Division						
c. Testing Division						
d. Organization and Personnel Systems Division						
e. Tactical Software Division						
f. Selected TRADOC Systems Manager Offices						
FORMAL TRAINING						
Branch Automation Officer Course	SIGCEN	FC	2	10 weeks	NA	K1–K4, K6, K8, K13–K16, K18–K20, K23, K25, K33, K34, K38–K44
Combat Developments Course	USACAC	FC	2	4 weeks	NA	K8, K13, K20, K23, K25, K31, K33, K34, K38–K44
Force Modernization Management	ALMC	FC	3	2 weeks	NA	K8, K13, K20, K23, K25, K33, K38–K44

 TYPE:　　　**FC　FORMAL CLASSROOM**　　　　　　**SA SUPERVISED ACTIVITY**

MASTER INTERN TRAINING PLAN
391 Series

Telecommunications, Commercial Services, Phase III (Continued)
MAXIMUM HOURS IN Phase III = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
SPECIALIZED SKILLS DEVELOPMENT						
Rotational assignments in US Army Signal Command	USASC	SA	2	6 months	NA	K1–K4, K9–K12, K18, K20, K28, K32
FORMAL TRAINING						
Information Management/Information Systems Management	Commercial Vendors	FC	3	1 week	NA	K1, K4–K12
Digital Communications Theory and Application—ATM/SONET/Fiber Optics System and Network Architecture	Commercial Vendors	FC	3	1 week	NA	K1, K4–K13, K26, K31, K33, K40–K44
Voice Communications—ISDN System and Network Architecture	Commercial	FC	3	1 week	NA	K1, K4–K13, K26, K31, K33, K40–K44
Voice Switching Technologies	Commercial Vendors	FC	3	1 week	NA	K1, K4–K13, K26, K31, K33, K40–44

TYPE: **SA   SUPERVISED ACTIVITY**   **FC   FORMAL CLASSROOM**

Telecommunications, EMC/Frequency Management, Phase III (Continued)
MAXIMUM HOURS IN Phase III = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
SPECIALIZED SKILLS DEVELOPMENT						
1. Rotational assignment to DOD Area Frequency Center	DOD, AFC	SA	2	1–8 weeks	NA	K1–K4, K14, K23
2. Rotational assignment to US Army C–E Services Office	US Army C–E Services Office	SA	2	1–8 weeks	NA	K1–K4, K14, K23
3. Rotational assignment to the Army Frequency Management Office, CONUS	AFMO–CONUS	SA	2	1–8 weeks	NA	K1–K4, K14, K23
4. Mission-oriented training	Worksite	SA	2	Variable	NA	K1–K4, K14, K23
FORMAL TRAINING						
Interservice Radio Frequency Management Course	DOD AFC	FC	2	1–8 weeks	NA	K1–K4, K14, K23

TYPE:　　　　**FC**　**FORMAL CLASSROOM**　　　　　　**SA**　**SUPERVISED ACTIVITY**

Telecommunications, Operations, Phase III (Continued)
MAXIMUM HOURS IN Phase III = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
SPECIALIZED SKILLS DEVELOPMENT						
1. Rotational assignments in three or more of the following areas:						K1, K2, K3, K4, K5, K6, K13, K14, K15, K16, K20, K23, K26, K27, K29, K30, K33, K38, K39, K40, K41, K42, K43, K44
a. Rotational assignment in an element involved with operational reporting and support requirements of one or more types of communications systems and information systems. Work assignments are directed toward technical and analytical work employing policies, regulations and procedures for the control of information services.	HQ, USASC/ MACOM DCSIM/ local DOIM	SA	2	2–5 weeks	NA	K1, K5, K6, K19
b. Rotational assignment in an element involved with planning, programming and budgeting. Work assignments and training objectives are directed toward the Planning, Programming, Budgeting, and Execution System (PPBES); application of basic policies; procedures involved in resource management (e.g., Program Objective Memorandum (POM), Command Operating Budget (COB), Program Analysis Resource Review (PARR).	HQ USASC/ MACOM DCSIM, or local DOIM	SA	2	2–5 weeks	NA	K27, K28

TYPE: SA   SUPERVISED ACTIVITY

Telecommunications, Operations, PHASE III (Continued)
MAXIMUM HOURS IN Phase III = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
SPECIALIZED SKILLS DEVELOPMENT						
c. Rotational assignment in an element involved with mobilization and contingency planning and exercises. Work assignments and training objectives are directed toward High Frequency (HF) and Military Affiliated Radio Systems (MARS) operation, frequency and spectrum management, and contingency operations.	HQ USASC, MACOM DCSIM, or local DOIM	SA	2	2–5 weeks	NA	K1, K2, K3, K4, K5, K6, K13, K14, K15, K16, K20, K23, K26, K27, K29, K30, K33, K38, K39, K40, K41, K42, K43, K44
d. Rotational assignment in an element(s) involved with program management techniques, funds appropriations, obligations, and expenditures. Work assignments are directed toward technical and analytical tasks, involving project implementation of communications hardware, software, and network interface criteria.	HQ, USASC, USAISEC, or USAISEC–CONUS or MACOM DCSIM or local DOIM	SA	2	2–5 weeks	NA	K13, K27, K28, K34

TYPE: **SA   SUPERVISED ACTIVITY**

Telecommunications, Operations, PHASE III (CONTINUED)
MAXIMUM HOURS IN Phase III = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
SPECIALIZED SKILLS DEVELOPMENT						
e. Rotational assignment in an element involved in with logistics support and maintenance management, and contract applications, such as the Commercial Activities (CA) program. Work assignments and training objectives are directed toward contract tailoring and modifications, and applications of CA to satisfy activity maintenance requirements.	HQ, USASC, MACOM DCSIM, or local DOIM	SA	2	2–5 weeks	NA	K1, K2, K3, K4, K5, K6, K13, K14, K15, K16, K20, K23, K26, K27, K29, K30, K33, K38, K39, K40, K41, K42, K43, K44
f. Work assignments and training objectives for the remainder of this plan are targeted for the functional activity or office that will become the target assignment of the intern. The intern is expected to apply acquired KSAs to independent work assignments and accept personal responsibility for completion of total projects or assigned segments.	Supervisor	SA	2	Variable	NA	Variable
2. Additional training courses will be scheduled by the supervisor depending upon the target position.	Supervisor	Variable	Variable	Variable	NA	Variable

TYPE: **SA   SUPERVISED ACTIVITY**

Telecommunications, Plans, Program and Policy, Phase III (Continued)
MAXIMUM HOURS IN Phase III = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
SPECIALIZED SKILLS DEVELOPMENT						
1. Rotational assignments and specialized training directly related to the target position. Will include team assignments, individual project assignments designed to further develop skills needed to perform successfully in a Plans, Programs and Policy target position at the journeyman level. May also include formal course work in specific systems and processes that will be part of the job at the target position.	Supervisor/ worksite	OJT, SA, FC, SS	NA	Variable	Variable	K1, K2, K3, K4, K5, K6, K13, K14, K15, K16, K20, K23, K26, K27, K29, K30, K33, K38–K44
2. Army Life Cycle Management of Information Systems (AR 25–3)	Supervisor/ worksite	RR	2	Variable	As req'd.	K3, K4, K26
FORMAL TRAINING						
Combat Developments Course	USACAC	FC	2	4 weeks	NA	K3, K4, K25
Information Resources Management	USDA	FC	2	2 days	Variable	K3, K4, K26
Resource Management correspondence course	DA Pam 351–20	SS	2	16 hours	NA	K3, K4

TYPE:	FC	FORMAL CLASSROOM	RR	REQUIRED READING	SS	SELF STUDY
	SA	SUPERVISED ACTIVITY	OJT	ON-THE-JOB TRAINING		

Telecommunications; Plans, Program and Policy; Phase III (Continued)
MAXIMUM HOURS IN Phase III = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
SPECIALIZED SKILLS DEVELOPMENT						
Mission-oriented training to the duties of the intern's target position. This may include rotational assignment in related areas as well as formal courses on specific systems program project management processes.	Supervisor at worksite	SA	NA	NA	As req'd.	K1, K2, K3, K4, K5, K6, K13, K14, K15, K16, K17, K18, K24, K25, K26, K27, K28, K29, K30, K31, K32, K33
FORMAL TRAINING						
Decision Risk Analysis	ALMC	FC	2	2 weeks		K16, K17, K18, K26
Defense Specification Management	ALMC	FC	2	2 weeks		K1, K2, K3, K13, K16
Management of Defense Acquisition Contracts (Basic)	ALMC	FC/ satellite	2	3 weeks	NA	K16, K17, K18
Management of Defense Acquisition Contracts (Advanced)	ALMC	FC	2	3 weeks	NA	K16, K17, K18
Materiel Acquisition Management Course	ALMC	FC	2	9 weeks	NA	K16, K17, K18, K26
Test and Evaluation Management	ALMC	FC	2	1 week	NA	K20–K22
Various courses (HQDA similar courses may be substituted)	DSMC	FC	2	Variable	NA	K16, K17, K18

TYPE: **FC**   **FORMAL CLASSROOM**   **SA**   **SUPERVISED ACTIVITY**
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Telecommunications, Equipment and Systems Application, Phase III (Continued)
MAXIMUM HOURS IN Phase III = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
SPECIALIZED SKILLS DEVELOPMENT						
Specialized formal courses, on-the-job training, rotational assignments and project assignments directly related to the target assignment.	Various/ worksite	FC, SA, OJT	2	Variable	As req'd.	K1, K2, K3, K4, K5, K6, K20, K21, K22, K31, K32, K33, K34
FORMAL TRAINING						
Mini-Basic Installer Course	504th Signal Battalion, Ft Huachuca AZ	FC	2	2 weeks	NA	K20, K21, K22, K31, K32, K33, K34
The following courses are required for entry/intern personnel involved in engineering information systems:						
1. Principles and Applications of Value Engineering.	Vendor	FC	2	1 week	NA	K12, K13, K14, K15, K16
2. Technical Data Package Development/Preparation	Vendor	FC	2	2 weeks	NA	K12, K13, K14, K15, K16
3. Systems Engineering	Vendor	FC	2	2 weeks	NA	K12, K13, K14, K15, K20

TYPE: **FC   FORMAL CLASSROOM**   **SA   SUPERVISED ACTIVITY**   **OJT   ON-THE-JOB TRAINING**

Telecommunications, Test and Evaluation, Phase III (Continued)
MAXIMUM HOURS IN Phase III = 2,040 hours

SUBJECT MATTER	TRAINING SOURCE	TYPE	PRIORITY	COURSE LENGTH	% OF TIME	KSAs ACQUIRED
SPECIALIZED SKILLS DEVELOPMENT						
Specialized formal courses, on-the-job training, rotational assignments and project assignments directly related to the target assignment	Various/ worksite	FC, SA, OJT	NA	NA	As req'd.	K1, K2, K3, K4, K5, K6, K20, K21, K22, K31, K32, K33
FORMAL TRAINING						
Mini-Installer Course	504th Signal Battalion	FC	2	2 weeks	NA	K19, K20, K21, K22, K31, K32, K33
Software Quality Assurance Course	Vendor	FC	Optional	1 week	NA	K20
Test and Evaluation Management	ALMC	FC	2	1 week	NA	K19, 20, 22

TYPE: **FC   FORMAL CLASSROOM**   **SA   SUPERVISED ACTIVITY**   **OJT   ON-THE-JOB TRAINING**